

2020 FSA OPEN ENROLLMENT CANCELLED

In response to the current COVID-19 pandemic, the Statewide Benefits Office has decided to cancel the **2020 Flexible Spending Account Open Enrollment**. The six (6) month Short Plan Year (January 1, 2020 – June 30, 2020) will be extended until **December 31, 2020**.

What does this mean for my FSA?

- Currently enrolled employees will have the advantage of a full Plan Year (January 1, 2020 – December 31, 2020) and Grace Period (January 1, 2021 – March 15, 2021) to incur expenses for reimbursement.
- Employees will **not** be permitted to change, reduce or increase their initial elections from the six(6) month Short Plan Year unless they experience a Qualifying Event as outlined in the plan.
- Employees will be provided an additional enrollment opportunity in **November 2020** for the FSA Plan Year starting January 1, 2021.
- Employees who experience a change in their daycare provider needs, experience a significant change in cost due to school closings, or their need for child care resumes may submit an [FSA Election Change Form](#) within 31 days of the qualifying event date.

Why has the Statewide Benefits Office made this decision?

The IRS publishes the requirements regarding FSA plans and at this time have not issued any guidance to allow employers to extend the time to incur claims beyond the FSA plan year. The Statewide Benefits Office has worked closely with ASI-Flex for alternatives and determined that extending the current short plan year from six (6) to twelve (12) months would be permissible and the best course of action to allow current plan participants more time to incur eligible expenses that can be applied to unused plan year contributions.

COVID-19 has had a significant impact on many employees' personal, medical and financial situations. By extending the current FSA Plan Year to **December 31, 2020**, the hope is it will allow employees additional access to funds that would have otherwise been forfeited due to cancelled or postponed appointments and procedures.

Will the Maximum Elections change for the extended Plan Year?

- The Maximum Election for the Health Care FSA will remain **\$1,375**.
- The Maximum Election for the Dependent Care FSA will remain **\$2,500**.

Will I still have a Grace Period?

The Grace Period for the Extended Plan Year will be **January 1 - March 15, 2021**.

What will the claim deadline be for the Extended Plan Year?

Claims must be submitted by **April 15, 2021**.



Questions? Call **1-800-489-8933** for a Customer Service Specialist.